



DEPARTMENT OF THE ARMY
HEADQUARTERS, EIGHTH UNITED STATES ARMY
UNIT #15236
APO AP 96205-0009

REPLY TO
ATTENTION OF:

EAGA-EO (600)

AUG 08 2001

MEMORANDUM FOR All Eighth United States Army Assigned Soldiers and Civilians

SUBJECT: Eighth United States Army Command Policy Letter # 6 -- Prevention of Sexual Harassment (POSH)

1. Purpose. Ensure all members of this command are provided an environment free of unsolicited, degrading, embarrassing, and unwelcome sexual comments, actions or overtures.
2. Background. Prevention of Sexual Harassment (POSH) is a responsibility of command and a function of leadership. The chain of command whether military or civilian, has the primary responsibility for developing and sustaining a healthy climate free of sexual harassment. Any allegation of sexual harassment will be addressed and investigated promptly.
3. Discussion. I expect commanders, supervisors, and leaders at every level, military or civilian, to take responsibility for both the prevention of and appropriate corrective action / training in eliminating sexual harassment. Sexual harassment destroys unit cohesion, and interferes with combat readiness and mission accomplishment. Positive human relationships are essential for team building that is necessary in ensuring a high state of combat readiness. An allegation of sexual harassment will be treated, at all levels of command, with the seriousness it deserves.
 - a. Sexual harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Personnel in command or supervisory positions who use or condone sexual behavior to influence the career, pay, or job of a service member, family member, DA civilian, and Korean National is engaging in sexual harassment. Anyone who makes deliberate or repeated unwelcome comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.
 - b. In some cases, the harasser might not know the behavior is offensive or unwelcome. Be firm, clear, and specific about what is offensive and if necessary report the behavior to get the problem resolved. All allegations of sexual harassment ideally should be handled at the lowest level. However if not, immediately report this to the chain of command, the Inspector General, or the Equal Opportunity Office. Leaders will not preclude or hinder personnel from using these channels.

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4. An essential component of prevention of sexual harassment (POSH) programs in EUSA is awareness training and maintenance of training records. POSH training and awareness at unit level will be conducted semi-annually "to standard". The standard for conduct of unit-level POSH training will be in small groups of 10-15 personnel, facilitator-led with interactive discussion. "To standard" POSH training is a key requirement for institutionalizing norms around human behavior in EUSA. Commanders should integrate and connect elements of alcohol / drug abuse and prevention of sexual assault into POSH awareness training. POSH awareness will be included in all reception station orientation, in NCO Academy instruction and included in pre-command training and orientation for all commanders / leaders, 1SG / CSM's and key staff personnel.

A handwritten signature in dark ink, appearing to read 'D. Zanini', with a horizontal line extending to the right.

DANIEL R. ZANINI
Lieutenant General, USA
Commanding